

# Construction Industry Workplace Law Update – Spring 2024

By Michael R. Hatcher, Charles T. Jeremiah, Dion Y. Kohler, M. Christopher Moon, Rosalie DiFlora & Nathaniel J. Higgins

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## Meet the Authors



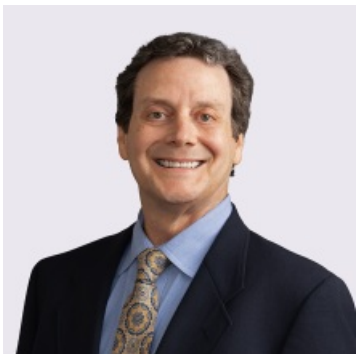
**Michael R. Hatcher**

Principal  
(703) 483-8328  
Michael.Hatcher@jacksonlewis.com



**Charles T. Jeremiah**

(Chuck)  
Principal  
Charles.Jeremiah@jacksonlewis.com



### Percentage of Construction Industry Workers in a Union Continues to Decline

According to an Associated Builders and Contractors analysis, the percentage of construction workers who belong to a union dropped to a record low of 10.7 percent in 2023. This is the latest in a generational shift. Over the past 50 years, the percentage of unionized workers has decreased from 39.5 percent to the new low. Non-union construction employers should still be aware of unions and related labor law issues. We provide a few reasons here. [Read full article ...](#)

### Exploring Trends in Construction: AI Technology, Accessibility, Mental Health, Diversity

The largest construction show in New York, the 2024 New York Build Expo, attracted architects, designers, contractors, and construction professionals from across the tri-state area. The event explored trends in the industry, including the prevalence of rapidly developing AI, ensuring building accessibility for individuals with a disability, mental health concerns for employers to actively address, and fostering diversity amongst the industry group. [Read full article ...](#)

### What Court Striking Down Labor Board's New Joint-Employer Rule Means for Construction Employers

The U.S. District Court for the Eastern District of Texas struck down the National Labor Relations Board's 2023 joint-employer rule, which only required an entity to possess or reserve the right to control an employee's essential terms and conditions of employment, regardless of whether such control was exercised. *U.S. Chamber of Commerce et al. v. NLRB et al.*, No. 6:23-cv-00553. [Read full article ...](#)

### Illinois Uses Pre-Apprenticeship Program to Increase Diversity in Construction Trades

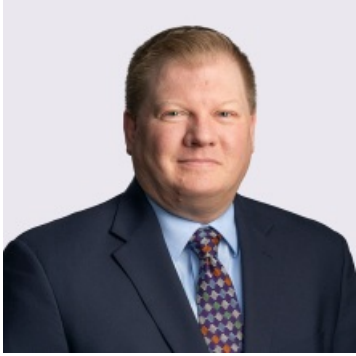
The Illinois Department of Commerce and Economic Development awarded more than \$18 million in grant funding to 36 recipients through the Illinois Works Pre-Apprenticeship Program. Recipients include contractor groups such as the Associated Builders and Contractors, colleges and universities, and non-profits dedicated to providing skills-building training that prepares individuals to enter full apprenticeship programs then enter the building and construction trades. The Illinois Works Pre-Apprenticeship Program was created by the Illinois Works Jobs Program Act, enacted in 2019, and launched in 2021. [Read full article ...](#)

## Dion Y. Kohler

Principal

(404) 586-1843

Dion.Kohler@jacksonlewis.com



## M. Christopher Moon

Principal

385-419-3531

Christopher.Moon@jacksonlewis.com



## Rosalie DiFlora

Associate

Rosalie.DiFlora@jacksonlewis.com



## Nathaniel J. Higgins

Associate

832-900-5525

Nathaniel.Higgins@jacksonlewis.com

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